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## ABSTRACT

This report presents data on the number and percentages of men and women in all ranks from professor to instructor in the various departments at Brooklyn College from 1955 through 1970. The percentages of women and men in a senior and junior rank, respectively, are also calculated for each department and comments are made. Comparisons are made on the net gain or loss for men and women in six departments: Education, English, Speech, Biology, Chemistry, and Physics between the years 1955 to 1956 and 1968 to 1970. Men gained in all 6 departments, women in 1: Education, and lost in the other 5. It appears that in not one single department do women equal or outnumber men in the senior ranks. In the rank of associate professorships in some departments women equal or outnumber men, but they seem to be unable to break through to the level of full professorships. (AF)

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DISCRIMINATION AGAINST WOMEN IN HIGHER EDUCATION

A 15-YEAR SURVEY

PROMOTIONAL PRACTICES AT BROOKLYN COLLEGE

CUNY : 1955-1970

ALL RANKS - TENURED AND UNTENURED

by

Anna M. Babey-Brooke and R.B. Amber

New York City, July, 1970

(A Continuation of Their Study  
of Tenured Personnel)

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Table I Numbers of Men and Women in All Ranks

Numbers of Men and Women in Senior and Junior Ranks

Year	Professor		Assoc. Prof.		Assist. Prof.		Instructor		Total Number	Total #		Senior Number		Junior Number	
	M	W	M	W	M	W	M	W		M	W	M	W	M	W
55-56	1...	0	2...	0	5...	0	7....	0	13 ....	13..	0	3....	0	12 ...	0
56-57	1...	0	2...	0	5...	0	8....	0	16.....	16..	0	3....	0	13....	0
57-58	1...	0	4...	0	5...	0	6....	0	16.....	16..	0	5....	0	11....	0
59-60	1...	0	5...	0	6...	0	4....	0	16.....	16..	0	6....	0	10....	0
60-61	2...	0	4...	0	8...	0	2....	0	16.....	16..	0	6....	0	12....	0
62-63	3...	0	4...	0	7...	0	2....	0	16.....	16..	0	7....	0	9....	0
64-65	3...	0	7...	0	6...	0	3....	0	19.....	19..	0	10....	0	9....	0
66-68	6...	0	6...	0	6...	0	5....	1	24 ....	23..	1	12....	0	11....	1
68-70	5...	0	7...	0	8...1		5....	2	28 ....	25..	3	12....	0	12....	3

Table II Percentages of Men and Women in All Ranks

Year	Professor Percentage		Assoc. Prof. Per.		Assist. P. Per		Instructor Per		Senior Rank %age		Junior Rank %age	
	M	W	M	W	M	W	M	W	M	W	M	W
55-56	100..	0	100...	0	100...	0	100...	0	100%...	0%	100%...	0%
56-57	100..	0	100...	0	100...	0	100...	0	100%...	0%	100%...	0%
57-58	100..	0	100...	0	100...	0	100...	0	100%...	0%	100%...	0%
59-60	100..	0	100...	0	100...	0	100...	0	100%...	0%	100%...	0%
60-61	100..	0	100...	0	100...	0	100...	0	100%...	0%	100%...	0%
62-63	100..	0	100...	0	100...	0	100...	0	100%...	0%	100%...	0%
64-65	100..	0	100...	0	100...	0	100...	0	100%...	0%	100%...	0%
66-68	100..	0	100...	0	100...	0	100...	0	100%...	0%	92%...	8%
68-70	100..	0	100...	0	88...11		74...28		100%..	0%	81%...	19%

Comments

1. From 1955 to 1970, only one woman was given tenure in the art department.
2. No woman ever held the rank of associate or full professor.
3. Wachberger, Dinnerstein, and Perlin were appointed in 1968 after Babey-Brooke brought her charges of discrimination to the attention of the members of the Constitutional Convention and to the City Commissioner of Human Rights, who is still processing it.
4. All men receive tenure.  
The case of Zalmar Perlin, a woman, is pertinent here: She was denied tenure despite being recommended by the Appointments Committee and by her chairman. The Board of Higher Education ruled on her appeal (July 8, 1970, page 4, last paragraph): "It is concluded that there has been a violation of Board bylaws and policy." But the Board did not grant her tenure.
5. From 1962 to 1970, the art department was favored in promotions; this department has a high percentage of professors and associate professors.

## BIOLOGY

Table I Numbers of Men and Women in All Ranks

Percentages of Men and Women in Senior and Junior Ranks

Year	Professor		Assoc. Prof.		Assist. Prof.		Instructor		Total Number	Numbers in Senior Rank & Percentages		Numbers in Junior Rank & Percentages	
	M...W	M...W	M...W	M...W	M...W	M...W	M...W	M...W		M...W	Total	M...W	Total
1955-56	7...0	3...2	2...2	5...5	17...9	42...8	...50%	29...21	...52%				
1956-57	7...0	3...2	1...3	6...3	17...8	45...9	...54%	32...14	...46%				
1957-58	7...0	6...2	1...4	4...5	18...11	45...7	...52%	17...31	...48%				
1959-60	8...0	5...2	1...6	5...2	19...10	45...7	...52%	20...28	...48%				
1960-61	8...0	5...3	3...4	5...2	21...9	43...10	...53%	27...20	...47%				
1962-63	7...0	5...4	4...5	7...0	23...9	38...12	...50%	34...16	...50%				
1964-65	8...0	6...3	10...3	4...0	28...6	41...9	...50%	41...9	...50%				
1966-68	6...0	8...3	12...2	2...1	28...6	41...9	...50%	41...9	...50%				
1968-70	7...0	12...3	6...1	0...0	25...4	66...10	...76%	20...4	...24%				

Table II Percentages of Men and Women in All Ranks

Year	Professor Percentage		Assoc Prof. Percentage		Assist. Prof. Percentage		Instructor Percentage		Senior Rank Number Percentage		Junior Rank Number Percentage	
	M...W	M...W	M...W	M...W	M...W	M...W	M...W	M...W	M...W	M...W	M...W	M...W
1955-56	100...0	60...40	50...50	50...50	10...2	..83%-17%	7...5	..58%-42%				
1956-57	100...0	60...40	25...75	67...33	10...2	..83%-17%	7...3	..70%-30%				
1957-58	100...0	75...25	20...80	44...56	13...2	..87%-13%	5...9	..31%-69%				
1959-60	100...0	63...37	14...86	71...29	13...2	..87%-13%	6...8	..44%-56%				
1960-61	100...0	62.5-37.5	44.5-55.5	71...29	13...3	..81%-19%	8...6	..56%-44%				
1962-63	100...0	55.5-44.5	44...56	100...0	12...4	..75%-25%	11-5	..69%-31%				
1964-65	100...0	67...33	76...24	100...0	14...3	..82%-18%	14-3	..82%-18%				
1966-68	100...0	73...27	86...14	63...33	14...3	..82%-18%	14-3	..82%-18%				
1968-70	100...0	80...20	86...14	-	19...3	..86%-14%	6-1	..86%-14%				

## Comments

1. Biology was favored in promotions. There was high percentage of professors and associate professors for the number in the department.
2. No woman professor ever existed in the department since its inception.
3. In 1955, there was a 50-50 ratio in the two lowest ranks and yet in 1970, the men outnumber the women in the senior ranks: 19 to 3 or 6 1/3 times as many men as women.
4. In 1955, there were 9 women in the department; in 1970, there are 4.
5. In 1957-58, women outnumbered men 9 to 5 in the lower ranks; almost 2 to 1; yet they cannot improve the ratio in the senior ranks. In 1959-60, women outnumbered men 8 to 16 in the lower ranks: 55% to 45%. In 1970, there are 25 men to 4 women in the department.
6. From 1955 to 63, a period of eight years, women outnumbered men in the assistant professorship rank and yet could not improve their totals in the associate or full professorship rank.
7. The trend now is to appoint women in biology in the lower rank and they are not welcomed in the higher bracket.
8. The following women are to be noted for their stay in the department and their departure: Barbara Martin, Ph.D., 1955-56, dropped out as assistant prof. after 9 years. Gladys Mateyko, Ph.D., 1955-56, not in 1967 catalogue. Fleur Strand, Ph.D., 1955-65, not in 1969 catalogue. Jennie Shapiro, Ph.D., 1957-58, not in 1963 catalogue; took 6 years to assist. prof. Edith Neilson, R.N., 1962-3, not in 1968 catalogue; took 6 years to assist. prof. in D.V.S. and S.C.S. nursing program.

# CHEMISTRY

Table I Numbers of Men and Women in All Ranks

Percentages of Men and Women in Senior and Junior Ranks

Year	Assoc. Prof.		Assist. Prof.		Instructor		Total Number		Senior Rank & Percentages		Junior Rank & Percentages	
	M.	W.	M.	W.	M.	W.	M.	W.				
1955-56	3...0		4...2		10...1		7...0		24...3		7...2 ..30%	17...1 ..70%
1956-57	4...0		4...2		9...1		7...0		24...3		8...2 ..30%	16...1 ..70%
1957-58	4...1		6...1		6...1		4...0		20...3		10...2 ..55%	10...1 ..45%
1959-60	5...1		7...1		7...1		2...0		21...3		12...2 ..58%	9...1 ..42%
1960-61	4...0		8...0		8...0		3...3		23...3		12...0 ..46%	11...3 ..54%
1962-63	7...0		11...0		6...0		9...1		33...1		18...0 ..53%	15...1 ..47%
1964-65	10...0		12...0		7...0		7...2		36...2		22...0 ..59%	14...2 ..41%
1966-68	14...0		11...0		11...1		4...1		40...1		25...0 ..60%	15...2 ..40%
1968-70	15...0		10...0		11...1		1...1		37...2		26...0 ..65%	12...2 ..35%

Table II Percentages of Men and Women in All Ranks

Year	Associate Professor Percentage		Assist. Prof. Percentage		Instructor Percentage		Senior Rank Number Percentage		Junior Rank Number Percentage	
	M...W	M...W	M	W	M	W	M	W	M	W
1955-56	100..0	67...33	91...9		100...0		9	77%...23%	18	95%...5%
1956-57	100..0	67...33	90...10		100...0		10	80%...20%	17	94%...6%
1957-58	80..20	86...14	86...14		100...0		12	83%...17%	11	91%...9%
1959-60	83..17	83...12	88...12		100...0		14	86%...14%	10	70%...30%
1960-61	100..0	100...0	100...0		50...50		12	100%...0%	14	79%...21%
1962-63	100..0	100...0	100...0		90...10		18	100%...0%	16	94%...6%
1964-65	100..0	100...0	100...0		77...23		22	100%...0%	16	88%...12%
1966-68	100..0	100...0	98...2		80...20		25	100%...0%	17	88%...12%
1968-70	100..0	100...0	98...2		50...50		25	100%...0%	14	86%...14%

## Comments

- For ten years, 1960-70, no women were associate or full professors.
- The department is top heavy in the senior ranks, especially professors, and there are no women in that rank.
- In 1970, there were 37 men to 2 women and only one woman had tenure.
- Men are given tenure and advance rapidly.
- There are no lecturers in the department.
- The following women are to be noted:  
Nina Levinson, Ph.D., 1962-63, no promotion. In 1968-70, she is still an instructor.  
Three women not given tenure even though they had the Ph.D.: Czezowicka, M. Hollander, and F. Leland (1960).

## CLASSICS AND COMPARATIVE LITERATURE

Table I Numbers of Men and Women in All Ranks

Percentages of Men and Women in Senior and Junior Ranks

Year	Pro-fessor		Assoc. Prof-essor		Assist Professor		Instructor		Total Number		Senior Rank & Percentage			Junior Rank & Percentage		
	M	W	M	W	M	W	M	W	M	W	M	W	%	M	W	%
55-56	3...0		6...0		6...0		1...4		16...4		9 ...0...	45%		7...4...	55%	
56-57	2...0		1...0		4...2		1...3		9...3		3... 0...	23%		5...5...	77%	
57-58	1...0		1...0		4...0		0...3		6...5		2...1...	27%		4...4...	73%	
58-60	1...0		3...1		4...1		0...4		8...6		4...1...	36%		4...5...	64%	
60-61	2...0		2...2		2...2		0...3		6...7		4...2...	46%		2...5...	54%	
62-63	3...0		3...2		2...3		0...2		8...7		6...2...	60%		2...5...	40%	
64-65	3...0		3...2		2...4		1...1		8...7		6...2...	60%		2...5...	40%	
66-68	3...0		3...2		1...3		1...2		9...7		7...2...	56%		2...5...	44%	
68-70	4...1		3...2		4...3		0...3		11...9		7...3...	63%		4...6...	37%	

Table II Percentage of Men and Women in All Ranks

Year	Professor Percentage		Assoc. Prof. Percentage		Assist. Prof. Percentage		Instructor Percentage		Senior Rank Number Percentage		Junior Rank Number Percentage	
	M	W	M	W	M	W	M	W	M.	W	M.	W
55-56	100..0		100...0		100...0		20...80		9	100%...0%	11	64%...36%
56-57	100..0		100...0		67...33		25...75		3	100%...0%	10	50%...50%
57-58	100..0		50...50		80...20		0.. 100		3	67%...33%	8	50%...50%
59-60	100..0		75...25		80...20		0.. 100		5	80%...20%	9	44%...56%
60-61	100..0		50...50		50...50		0...100		6	67%...33%	7	29%...71%
62-63	100..0		60...40		40...60		0...100		8	60%...40%	7	29%...71%
64-65	100..0		60...40		33...67		0...100		8	60%...40%	7	29%...71%
66-68	100..0		67...33		25...75		33...67		9	78%...22%	7	29%...71%
68-70	80..20		60...40		57...43		0...100		10	70%...30%	10	40%...60%

Comments

1. In 1970, the first women appeared in the rank of full professor.
2. There are no lecturers in the department.
3. In 1956, there were 5 men and 5 women in the department : 50-50 in the lower ranks.
4. In 1959 the women outnumbered the men 5 to 4 in the lower ranks.
5. In 1961, the women increased 5 to 2 ; the same in 1963 and in 1964. Yet men outnumber the women in the senior ranks: 7 to 2 in 1968 and 7 to 3 in 1970.
6. Eva Harlan, Ph.D. instructor in 1966-68, not appointed in 1968-70.
7. For fifteen years, women predominated in the instructorial rank 25 to 3 : a source of cheap labor.
8. Tokenism for women in the professorial rank and tokenism for men in the instructorial rank.
9. For fourteen years women outnumbered the men in the junior ranks and for the life of the survey men outnumbered women in the senior ranks.
10. Men were favored in the senior ranks and women were favored in the junior ranks.



## ECONOMICS

Table I Numbers of Men and Women in All Ranks

Percentages of Men and Women in Senior and Junior Ranks

Year	Professor		Assoc. Prof.		Assist. Prof.		Instructor		Total Number		Senior Rank Percentage		Junior Rank & Percentage	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W
55-56	4...	1	5...	1	2...	0	7...	0	18...	2	9...	2...55%	9...	0...45%
56-57	5...	0	4...	1	2...	0	10...	0	21...	2	9...	2...48%	12...	0...52%
57-58	5...	1	5...	1	4...	0	6...	0	20...	2	10...	2...55%	10...	0...45%
59-60	5...	1	6...	1	5...	0	4...	0	20...	2	11...	2...50%	9...	0...41%
60-61	5...	1	5...	1	4...	0	3...	0	17...	2	10...	2...64%	7...	0...36%
62-63	7...	1	6...	1	6...	0	3...	0	22...	2	13...	2...63%	9...	0...37%
64-65	6...	2	7...	0	7...	1	2...	1	22...	3	13...	2...60%	9...	1...40%
66-68	6...	2	8...	0	9...	2	1...	1	24...	3	14...	2...55%	10...	3...45%
68-70	6...	1	10...	0	10...	2	0...	0	26...	3	16...	1...59%	10...	2...41%

Table II Percentage of Men and Women in All Ranks

Year	Professor Percentage		Assoc. Prof. Percentage		Assist. Prof. Percentage		Instructor Percentage		Senior Rank Number Percentage		Junior Rank Number Percentage	
	M	W	M	W	M	W	M	W	M	W	M	W
55-56	80...	20	84...	16	100...	0	100...	0	11	82%...18%	9	100%...0%
56-57	84...	16	80...	20	100...	0	100...	0	11	82%...18%	12	100%...0%
57-58	84...	16	84...	16	100...	0	100...	0	12	84%...16%	10	100%...0%
59-60	84...	16	86...	14	100...	0	100...	0	13	85%...15%	9	100%...0%
60-61	84...	16	84...	16	100...	0	100...	0	12	84%...16%	7	100%...0%
62-63	88...	12	88...	14	100...	0	100...	0	15	86%...14%	9	100%...0%
64-65	75...	25	100...	0	87...	13	100...	0	15	86%...14%	10	90%...10%
66-68	75...	25	100...	0	82...	18	50...	50	16	88%...12%	13	77%...23%
68-70	86...	14	100...	0	84...	16	-	-	17	94%...6%	12	100%...0%

Comments

1. Men predominate in this department.
2. It is top heavy in the senior ranks. This department policy is related to the fact that President H. Gideonse was a member of this department though he is not counted in the statistics for the department.
3. In 1966-69, Helen Kramer, Ph.D. was not given tenure; but men without a Ph.D. moved ahead.
4. There are no lecturers.
5. In 1970, there were 26 men and 3 women in the department; 16 men and one woman in the senior ranks and ten men and 2 women in the lower ranks.
6. Tokenism for women in the senior and junior ranks.

## EDUCATION

Table I Numbers of Men and Women in All Ranks Percentages of Men and Women in Senior and Junior Ranks

Year	Professor		Assoc. Prof.		Assist. Prof.		Instructor		Lecturer		Tutor		Total		Senior Rank & Junior Rank Percentage	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
55-56	5...0	10...2	15...11	6...4	1...5	0...0	37...22	15...2...29%	22...20...71%							
56-57	7...0	8...4	9...8	6...5	2...3	0...0	32...20	15...4...37%	17...16...63%							
57-58	10...0	8...5	13...13	8...7	0...5	0...0	29...31	18...6...34%	21...25...66%							
59-60	10...1	8...7	15...13	6...6	0...4	0...1	39...31	18...8...37%	21...24...63%							
1960-61	12...2	8...4	17...16	4...6	2...4	0...2	43...32	20...6...35%	23...28...65%							
62-63	11...3	9...7	16...15	9...5	0...5	0...1	45...36	20...10...37%	25...26...63%							
64-65	12...3	14...7	17...21	3...4	3...5	0...0	49...40	26...10...33%	23...30...67%							
66-68	13...4	15...11	22...23	5...2	5...6	0...0	60...46	28...15...41%	32...31...59%							
68-70	14...4	16...10	25...23	2...3	0...0	0...0	57...40	30...14...45%	27...26...55%							

Table II Percentage of Men and Women in All Ranks

Year	Professor Percentage		Associate Prof. Percentage		Assistant Prof. Percentage		Instructor Percentage		Lecturer Percentage		Tutor Percentage		Senior Rank Percentage		Junior Rank Percentage	
	M	W	M	W	M	W	M	W	M	W	M	W	Number	Members	Number	Members
55-56	100...0	83...17	..	57...43	60...40	15...84	0...0	17...88%-12%	42	52%-48%						
56-57	100...0	66...34	..	53...47	55...45	40...60	0...0	19...79%-21%	33	51%-49%						
57-58	100...0	57...43	..	50...50	53...47	0...100	0...0	26...75%-25%	46	46%-54%						
59-60	91...9	53...47	..	54...46	50...50	0...100	0...0	26...69%-31%	45	47%-53%						
60-61	86...14	64...36	..	52...48	40...60	33...67	0...100	26...77%-23%	51	45%-55%						
62-63	78...22	56...44	..	52...48	69...31	0...100	0...100	30...64%-36%	51	49%-51%						
64-65	80...20	64...36	..	45...55	44...56	37...63	0...0	36...72%-28%	53	43%-57%						
66-68	77-23	57...43	..	49...51	71...29	45...55	0...0	41...65%-35%	63	51%-49%						
68-70	78-22	62...38	..	52...48	40...60	0...0	0...0	34...68%-22%	53	51%-49%						

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## Education Department ( continued)

Comments

1. Education, next to English, is the second largest department in the college; it has the most women, as does the English Department, for its teaching purposes, but the women have the lowest percentage in the senior ranks.
2. Women are used for a cheap labor policy: all tutors are women.
3. Women lecturer outnumber men 37 to 13 and have always outnumbered the men in that rank.
4. The women are appointed to the ranks of tutor and lecturer and the men to the ranks of instructor and assistant professor. Met the percentage of men and women in the lower ranks from 1957 to 1970 favors the women. There is evidence in this way of a subtle discrimination against women.
5. Women stop at the rank of associate professor when they are a minority and a few squeeze in to be professors.
6. There is a disproportionate amount of men to women in the professorial rank.
8. The following statistical percentages give the directional slant of their policy:

From 55-56, the percentage of men to women in the department was 71 to 29; yet the percentage of men in the senior rank was 88% to the women's 12%: a plus gain of 18% for men and a loss of 17% for the women (seventeen)

From 56-57, the percentage of men to women in the department was 60 to 39; yet the percentage of men in the senior rank was 79% to women's 21%: a plus gain of 18% for the men and an 18% loss for the women (nineteen)

From 57 to 58, the percentage of men to women in the department was 56 to 44; yet the percentage of men in the senior ranks was 75% to women's 25%: a plus gain of 19% for the men and a loss of 19% for the women.

From 59-60, the percentage of men to women was 55 to 45; yet the percentage of men in the senior rank was 69% to women's 31%: a plus gain of 14% for men and a loss of 14% by the women.

From 60-61, the percentage of men to women in the department was 60 to 40; yet the percentage of men in the senior ranks was 77% to women's 23%: a plus gain of 17% for the men and a loss of 17% for the women.

From 62-63, the percentage of men to women in the department was 56 to 44; yet the percentage of men in the senior ranks was 64% to the women's 36%: a plus gain of 8% for the men and a loss of 8% for the women.

From 64-65, the percentage of men to women in the department was 75 to 25; yet the percentage of men in the senior rank was 72% to women's 28%: a loss of 3% for the men and for the women a 3% gain.

From 66 to 68, the percentage of men to women in the department was 57 to 43; yet the percentage of men in the senior rank was 65% to 35%: a plus gain of 8% for the men and an 8% loss for the women.

From 68-70, the percentage of men to women in the department was 58 to 42; yet the percentage of men in the senior rank was 68% to the women's 32%: a plus gain of 10% for the men and a loss of 10% for the women.

Note: Women were only in the plus column in the senior rank for one year: ; 1964-65.

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# ENGLISH

Table I Numbers of Men and Women in All Ranks Percentages of Men and Women in Senior & Junior Ranks

Year	Pro- fessor		Assoc. Prof.		Assist. Instructor		Total Number		Senior Rank & Percentage		Junior Rank Percentage		&	
	M	W	M	W	M	W	M	W	M#	W #	M #	W #		
55-56	4...	1	5...	0	8...	13	7...	9	24...	23	9...	1...21%	15...22...79%	
56-57	5...	1	6...	0	7...	12	7...	9	25...	22	11...	1...32%	14...21...68%	
57-58	7...	1	6...	1	4...	15	8...	8	25...	25	13...	2...43%	12...23...57%	
59-60	8...	1	5...	4	7...	13	7...	7	25...	25	13...	5...35%	14...20...65%	
60-61	10...	1	5...	6	5...	11	11...	7	31...	25	15...	7...39%	16...18...61%	
62-63	11...	1	6...	6	7...	11	16...	7	30...	25	17...	7...37%	23...18...63%	
64-65	9...	1	7...	7	10...	9	17...	9	43...	22	16...	8...37%	27...13...63%	
66-68	10...	2	7...	7	18...	11	13...	3	48...	23	17...	9...35%	31...14...65%	
68-70	11...	3	9...	9	24...	11	3...	0	47...	23	20...	12...46%	27...11...54%	

Table II Percentage of Men and Women in All Ranks

Year	Professor		Assoc. Prof. %		Assist. Prof. %		Instruct. %		Number	Senior Rank Percentage		Junior Rank Number Percentage	
	M	W	M	W	M	W	M	W		M	W	M	W
55-56	80...	20	100...	0	38...	62	44...	56	10	90%	10%	37	41%...49%
56-57	83...	17	100...	0	37...	63	44...	56	12	92%	8%	35	40%...60%
57-58	88...	12	86...	14	21...	79	50...	50	15	86%	14%	35	34%...54%
59-60	89...	11	56...	44	35...	65	50...	50	18	72%	28%	34	41%...49%
60-61	91...	9	45...	55	31...	69	61...	39	22	68%	32%	34	47%...53%
62-63	92...	8	50...	50	39...	61	70...	30	24	71%	29%	41	56%...44%
64-65	90...	10	50...	50	53...	47	77...	23	24	67%	33%	41	66%...34%
66-68	83...	17	50...	50	62...	38	81...	19	26	69%	31%	45	68%...32%
68-70	79...	11	50...	50	69...	31	100...	0	32	63%	37%	38	71%...29%

## Comments

1. From 1960 to 1970, the ratio in associate rank was about 50 -50. Yet 5 men were promoted to 2 women.
2. The number of women instructors decreased from 1958 to 1970 while the number of men increased by 10.
3. English has the lowest percentage in the senior ranks despite the mass promotion in that department that took place as a result of the protest of the Ad Hoc Committee of the department and the Babey-Brooke case-statistics.

men to  
Percentage of women in department

Percentage in the senior ranks Net gain or loss for men women

		M.	W.		
55-56	.....51 %men to 49% women	90....	10	men + 39%	women -39%
56-57	..... 53% men to 47% women	92....	8	men + 39%	women -39%
57-58	..... 54% men to 46% women	86....	14	men + 32%	women -32%
59-60	..... 50% men to 50% women	72....	28	men + 22%	women -22%
60-61	..... 55% men to 45% women	68....	32	men + 13%	women- 13%
62-63	..... 60% men to 40% women	71....	29	men + 11%	women -11%
64-65	..... 66% men to 34% women	67....	33	men + 1%	women -1%

## English Department ( continued)

Percentage of Men to Women in Department	Percentage in the Senior Ranks	Net % gain or loss for Men	Women
66-68 ..... 68% men to 32% women	69...31	men +1%	women - 1%
68-70 ..... 65% men to 35% women	63...37	men -2	women + 2%

4. The English department has the second largest number of women in the college... and the lowest percentage in the senior ranks in the college. Because of the Babey-Brooke case claiming discrimination against women at promotion time (the figures bear out her charges) and because of the Ad Hoc Committee's reports claiming discrimination against the English Department at promotion time, women were promoted what for them was a wholesale number to the senior rank. But at the same time, women were not hired in the lower rank. Thus the number of men in the department increased and the number of women decreased.

The administration partially rectified discrimination against women in the senior ranks and discrimination against women in the junior ranks by not hiring them. That is the reason that the years 1964 to 1965 through 1970 show no discrimination in the senior ranks. Had the percentage of men and women in the department been near the 50-50 ration as it should be, the same discrimination against women in the senior ranks would be obvious.

5. Women pile up in the assistant and associate ranks and remain there while men move ahead.
6. Professor Margaret Bryant was the only woman full professor since the college was founded. The log jam was broken with Babey-Brooke's charges and then two women were promoted to the rank of full professorship.
7. In 1956, men and women were about equally divided: 26 to 23; yet men held the senior ranks: 9 to 1 in ratio.
8. The ratio of men and women in the department will be compared with the ratio in the senior ranks of men to women:

Year	Men to Women in the Department	Men in the Senior Ranks	Women in the Senior Ranks
56-57	25 men to 22 women	11 men to	1 woman
57-58	23 men to 25 women	13 men to	2 women
1960	27 men to 25 women	13 men to	5 women
1961	31 men to 25 women	15 men to	7 women
1963	34 men to 25 women	17 men to	7 women
1965	33 men to 22 women	16 men to	8 women
1968	48 men to 23 women	17 men to	9 women
1970	47 men to 23 women	20 men to	12 women

9. Since 1958, when women outnumbered the men (the department had 25 to 23), the attrition of women in the department of English has been rapid so that in 1970, men outnumber women by more than 2 to 1: 47 to 23.
10. From 1955 to 1956 on to 1963, women outnumbered men in the number of assistant professorships; yet at no time did they have more women than men in the associate ranks; the full professorial rank was closed to them.

## GEOLOGY

Table 1 Numbers of Men and Women in All Ranks : Only one woman in department

Year	Professor		Associate Professor		Assistant Professor		Instructor		Fellow		Lecturer	
	M	W	M	W	M	W	M	W	M	W	M	W
55-56	1...0		1....0		3....0		2.....1		1....0			
56-57	1...0		1....0		3....0		2.....1		1....0			
57-58	1...0		2....0		2...1		2....0		1....0			
59-60	1...0		3....0		2...1		0....0					
60-61	1...0		3....0		1...1		1....0					
62-64	2...0		2....0		1...1		2....0					
64-65	1...0		2....0		2...1		2....0					
66-68	1...0		2....0		5...1		0....0				1....0	
68-70	2...0		1....1		4....0		2....0					

Comments

1. Geology has had only one woman - Antine Birine - who is now an associate professor.
2. No woman ever held the position of professor in the department.
3. Prior to 1968, no woman ever held a senior rank.

Health and Physical Education for Men  
Health and Physical Education for Women

A Comparison of  
-Two Different Departments

Since these two departments are made up entirely of men for the men's division and women for the women's division, a comparison is made below.

Table I Numbers of Men and Women in All Ranks in Both Departments Number of Men and Women in Senior and Junior Ranks

Year	Professor		Associate Professor		Assistant Professor		Instructor		Total #	Number	
	M	W	M	W	M	W	M	W		M	W
55-56	1...1		1....0		10....4		10....8		35	22.....	13
56-57	1...1		2....0		9....5		10....7		35	23.....	12
57-58	1...1		3....1		10....5		8....6		35	22.....	13
59-60	1...1		4....2		9....6		7....4		34	21.....	14
60-61	1...1		4....2		10....7		5....5		35	25.....	10
62-63	1...1		4....3		12....10		2....4		37	19.....	16
64-65	1...1		4....3		12....12		3....4		41	21.....	20
66-68	1...2		5....4		14....11		4....5		46	24.....	22
68-70	1...1		7....7		15....10		6....5		52	36.....	26

Table II Percentages of Men and Women in All Ranks

Year	Professor		Assoc. Prof.		Assist. Prof.		Instructor		Senior Rank		Junior Rank		Total %
	M	W	M	W	M	W	M	W	Number	Percentage	Number	Percentage	
55-56	50..50		100..0		71...29		56...44		3	2...1	32	20..12	6%..94%
56-57	50..50		100..0		64...36		59...41		4	3...1	31	19..12	10%..90%
57-58	50..50		75..25		67..33		57...43		6	4...2	29	18..11	24%..76%
59-60	50..50		67..33		60...40		64...36		8	5...3	26	16..10	29%..71%
60-61	50..50		67..33		59...41		50...50		8	5...3	27	15..12	32%..68%
62-63	50..50		57..43		57...43		33...67		9	5...4	28	14..14	33%..67%
64-65	50..50		57..43		52...48		43...57		9	5...4	32	16..16	22%..78%
66-68	33..67		56..44		56...44		44...56		12	6...6	34	18..16	33%..67%
68-70	50..50		50..50		60...40		55...45		16	8...8	36	21..15	31%..69%

Comments

There are more female students than male, yet the man's physical education department has a larger staff than the women's department.

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## HISTORY

Table I Numbers of Men and Women in All Ranks Percentages of Men and Women in Senior and Junior Ranks

Year	Pro-fessor		Assoc. Prof.		Assist. Prof.		Instructor		Total Number		Senior Rank & Percentages				Junior Rank & Percentages			
	M	W	M	W	M	W	M	W	M	W	Sr.#	M.	W	%	Jr.#	M	W.	%
55-56	3...0		5...2		5...1		1...2		14...5		10	8...	2...	53%	9...	6...	3...	47%
56-57	4...0		4...2		6...0		1...2		15...4		10...	8...	2...	59%	9...	7...	2...	41%
57-58	5...1		4...1		4...0		2...2		15...4		11...	9...	2...	53%	8...	6...	2...	42%
59-60	6...1		4...1		3...1		1...1		14...4		12...	10...	2...	67%	6...	4...	2...	33%
60-61	6...2		6...0		1...1		2...1		15...4		14...	12...	2...	74%	5...	3...	2...	36%
62-63	6...2		5...0		3...1		1...1		15...4		13...	11...	2...	68%	6...	4...	2...	32%
64-65	6...1		6...1		4...1		3...2		19...5		14...	12...	2...	58%	10...	7...	3...	42%
66-68	5...1		8...1		4...3		4...1		21...6		15...	13...	2...	56%	12...	8...	4...	44%
68-70	7...3		5...0		7...4		0...1		19...8		15...	12...	3...	56%	12...	7...	5...	44%

Table II Percentages of Men and Women in All Ranks

Year	Professor		Assoc. Prof.		Assist. Prof.		Instructor		Percentage in Dept.		Senior Rank		gain or loss for	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W
55-56	100..0		71...39		83...17		33...67		74...26		80...20		+6	-6
56-57	100..0		67...37		100..0		33...67		79...21		80...20		+1	-1
57-58	83..17		80...20		100..0		50...50		79...21		82...18		+3	-3
59-60	87..13		80...20		75...25		50...50		78...22		83...17		+5	-5
60-61	80..20		100...0		50...50		67...33		79...21		86...14		+7	-7
62-63	80..20		100...0		75...25		50...50		79...21		85...15		+6	-6
64-65	87..13		87...13		80...20		60...40		76...24		86...14		+10	-10
66-68	83..17		89...11		57...43		80...20		78...22		87...13		+9	-9
68-70	70..30		100..0		64...36		0...100		70...30		80...20		+10	-10

Comments

1. History is more than favored in the senior ranks.
2. Men always had a larger number in the senior ranks than in the junior.  
50-50
3. Women had a ... ratio in both ranks.
4. Men are favored over women in the senior ranks.



## MATHEMATICS

Table I Numbers of Men and Women in All Ranks

Percentages of Men and Women in Senior and Junior Ranks

Year	Prof. essor		Assoc. Prof.		Assist. Prof.		Instructor		Total Number	Percentages			
	M.	W	M.	W.	M.	W	M.	W		M	W	M	W
55-56	4...0		5...1		2...2		4...2		20	15....5		75%...25%	
56-57	4...0		5...1		2...3		3...1		19	14....5		74%...26%	
57-58	6...1		4...0		2...2		3...1		19	15....4		78%...22%	
59-60	6...1		3...0		2...3		2...1		18	13....5		72%...28%	
60-62	6...1		3...0		3...3		1...1		18	13....5		72%...28%	
62-64	6...1		3...1		4...2		0...0		17	13....4		76%...24%	
64-66	6...1		4...1		7...2		2...0		23	19....4		83%...17%	
66-68	6...1		5...2		9...2		0...1		26	20....6		72%...28%	
68-70	7...0		6...2		10...1		0...1		27	23....4		85%...15%	

Table II Percentages of Men and Women in All Ranks

Year	Professor		Assoc.		Assist.		Instruc-		Senior Rank		Junior Rank		Percentage	
	Percentage		Percentage		Perc.		tor Perc.		Num		%		%	
	M	W	M	W	M	W	M	W	ber	M	W	ber	M	W
55-56	100....0		83...17		50...50		67...33		10	90%...10%		10	60%...40%	70%...30%
56-57	100....0		83...17		40...60		75...25		10	90%...10%		9	55%...45%	68%...32%
57-58	86....14		100...0		50...50		75...25		11	91%...9%		8	63%...37%	58%...42%
59-60	86....14		100...0		40...60		67...33		10	90%...10%		8	50%...50%	56%...34%
60-62	86....14		100...0		50...50		50...50		10	90%...10%		8	50%...50%	56%...34%
62-64	86....14		75...25		67...33		0...0		11	82%...18%		6	67%...33%	65%...35%
64-66	86....14		80...20		78...22		100...0		12	83%...17%		11	82%...18%	52%...48%
66-68	86....14		71...29		82...18		0...100		13	85%...15%		12	75%...25%	52%...48%
68-70	100....0		75...25		91...9		0...100		15	87%...13%		12	83%...17%	56%...44%

## Comments

1. Mathematics has always had a larger number of personnel in the senior than in the junior rank.
2. It is top heavy in professorial rank where women have a token representation.
3. In 1955-56, the percentage of men was 75 to 25 for women for the department. The percentage of men in the senior ranks was 90 to 10 for women, a plus gain of 15% for men and a loss of 15% for the women.
4. In 1956-57, the percentage of men was 74 to 26 for the department. The percentage of men in the senior ranks was 90 to 10: a gain of 16% for the men and a loss of 16% for the women.
5. In 1957-58, the percentage of men was 78 to 22 women for the department. The percentage of men in the senior ranks was 91 to 9 for women: a gain of 13% for the men and a loss of 13% for the women.
6. In 1959-60, the percentage of men was 72 to 28 for the department. The percentage of men in senior ranks was 90% to 10% for the women: a gain of 18% for the men and a loss of 18% for the women.

Mathematics (continued)

7. In 1960-62, the percentage of men to women was 72 to 18 for the department; the percentage of men in the senior ranks was 90% to 10% for the women: a plus gain of 18% for the men and a loss of 18% for the women.
8. In 1962-64, the percentage of men was 76 to 24 for the women; the percentage of men in the senior ranks was 82 to 18 for the women; a plus gain of 6% for the men and a loss of 6% for the women.
9. In 1964-66, the percentage of men was 83 to 17 for the women; the percentage of men in the senior ranks was 83 to 17 for the women; equal status.
10. In 1966-68, the percentage of men was 72 to 18 for the women; the percentage of men in the senior ranks was 85 to 15 for the women; a plus gain of 13 for the men and a loss of 13 for the women.
11. In 1968-70, the percentage of men in the senior ranks was 85 to 15 for the women; the percentage of men in the senior ranks was 87 to 13 for the women; a plus 2 gain for the men and a minus 2 loss for the women.
12. Women never had a greater proportion in the senior ranks; that is the man's domain.
13. Even with men top heavy in the assistant ranks in 1964-66, and 1968-70, they still have enough in the senior ranks to more than balance the top heavy load in assistant professorship rank.

## MODERN LANGUAGES ( Formerly Romance Languages)

Table I Numbers of Men and Women in All Ranks Percentages of Men and Women in Senior and Junior Ranks

Year	Prof. Assoc.		Assist. Prof.		Instructor		Total Number		Senior Rank		Junior Rank	
	M	W	M	W	M	W	M	W	M	W	M	W
55-56	4...0	2...2	2...0	7...8	25	15...5	8	6...2	17	9...8		
56-57	6...1	5...1	7...4	6...8	38	24...14	13	11...2	25	13...12		
57-58	9...1	3...1	7...5	5...8	39	24...15	14	12...2	25	12...13		
59-60	8...2	3...2	8...5	4...6	38	23...15	15	11...4	23	12...11		
60-62	8...1	3...3	9...5	3...4	36	23...13	15	11...4	21	12...9		
62-64	9...2	4...2	9...6	5...3	40	27...13	17	13...4	23	14...9		
64-65	8...2	4...2	8...5	8...3	40	28...12	14	12...2	24	16...8		
66-68	8...3	6...2	9...3	8...2	41	31...10	19	14...5	22	17...5		
68-70	9...4	6...1	9...6	6...1	42	30...12	20	15...5	22	15...7		

Table II Percentages of Women and Men in All Ranks

Year	Prof. Percentage		Assoc. Perc.		Assist. Percentage		Instruct. Percentage		Senior Rank Percentage		Junior Rank Percentage		% Gain or Loss in Senior Rank	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W
55-56	100...0	50...50	100...0	47...53	80...20	53...47	60...40	+ 20	- 20					
56-57	86...24	84...16	64...36	43...57	85...15	52...48	63...37	+ 22	- 22					
57-58	90...10	75...25	58...42	38...62	86...14	48...52	62...38	+ 24	- 24					
59-60	80...20	60...40	62...38	40...60	73...27	52...48	61...39	+ 12	- 12					
60-62	89...11	50...50	64...36	43...57	73...27	61...39	67...33	+ 6	- 6					
62-64	82...18	67...33	60...40	63...37	77...23	61...39	68...32	+ 11	- 11					
64-66	80...20	67...33	62...38	73...27	86...14	67...33	73...27	+ 13	- 13					
66-68	73...27	75...25	75...25	60...40	76...24	77...23	76...24	0	0					
68-70	69...31	86...14	60...40	66...34	75...25	68...32	71...29	+ 4	- 4					

Comments

1. Mary Yiu who has a Ph.D. is an assistant professor after fifteen years.
2. Shub, also with a Ph.D. was not reappointed.
3. Women with Ph.D's and women without Ph.D.'s remain in the instructorial and assistant professorial class while men with Ph.D's and without Ph.D's move into the senior ranks.
4. Grosjean, Guerrero are still in the assistant professorial rank while Negro, a man, is a full professor. All started at the same time with the same degree in the same department - all have the bachelor's degree. Both women have been teaching about forty years. Negro, with a Bachelor's degree, is also associate dean of administration and a professor of modern languages.
6. Zagana in the department eight years is an assistant professor.
7. The following all dropped out for lack of promotion: Holtzman, 60-61; Buffa-Nicastro, 55-56; Crombie, Lorin, Meyers, Stein, 57; De Bernardette, 58.

## MUSIC

Table I Numbers of Men and Women in All Ranks Percentages of Men and Women in Senior and Junior Ranks

Year	Pro- fessor		Assoc.		Assist.		Instruc- tor		Total Number		Senior Rank Number				Junior Rank Number							
	M		W		M		W		M.		W.		M		W		#		M		W	
55-56	2...	0	2...	0	2...	0	4...	1	11	10...	1	4	4...	0	7	6....	1					
56-57	2...	0	2...	0	3...	0	5...	1	13	12...	1	4	4...	0	9	8....	1					
57-58	2...	0	2...	0	6...	0	2...	2	14	12...	2	4	4...	0	10	8....	2					
59-60	4...	0	6...	0	3...	1	2...	2	18	13...	3	10	10...	0	8	5....	3					
60-62	3...	0	1...	0	5...	1	3...	0	13	11...	2	4	4...	0	9	8....	1					
62-63	5...	0	2...	0	2...	1	2...	3	15	11...	4	7	7...	0	8	4....	4					
64-66	5...	0	4...	0	2...	2	5...	2	20	16...	4	9	9...	0	11	7....	4					
66-68	5...	0	4...	0	6...	2	1...	1	19	16...	3	9	9...	0	10	7....	3					
68-70	5...	0	6...	0	4...	2	3...	2	22	18...	4	11	11...	0	11	7....	4					

Table II Percentages of Women and Men in All Ranks

Year	Prof.		Assoc.		Assist.		Instructor		Senior Rank		Junior Rank		% Gain or Loss in Senior Rank	
	Percentage		Percent.		Percent.		Percentage		Percentage		Percentage			
	M	W		W		W		W	M	W	M	W		
55-56	100...	0	100...	0	100...	0	80...	20	10	0....	0	86...	14	91..9 +9 -9
56-57	100...	0	100...	0	100...	0	83...	17	100....	0	89...	11	92..8 +8 -8	
57-58	100...	0	100...	0	100...	0	50...	50	100....	0	80...	20	86..14 +14 -14	
59-60	100...	0	100...	0	75...	25	50...	50	100....	0	63...	37	83..17 +17 -17	
60-62	100...	0	100...	0	83...	17	100..	0	100....	0	89...	11	92..8 +8 -8	
62-63	100...	0	100...	0	67...	33	40...	60	100....	0	50...	50	73..27 +27 -27	
64-66	100...	0	100...	0	50...	50	71..	29	100....	0	63...	27	80..20 +20 -20	
66-68	100...	0	100...	0	75...	25	50...	50	100....	0	70...	30	84..16 +16 -16	
68-70	100...	0	100...	0	67...	33	60...	40	100....	0	63...	27	82..18 +18 -18	

Comments

1. There were nine women in the department since 1955: Lathrop, 55; Hakes, 57; Smith 59; Bergquist, Hill, Southern, 60; Klotzman and Steiner, 62; Yurcheneo 64. Yet no woman has been in the associate or professorial rank since the inception of the college.
2. Woman's role is a minor key.
3. There is sweet music for men in the senior ranks where they are favored in professorial rank and in associate professorial rank.
4. The theme song in the music department is discriminate against women.

## PHILOSOPHY

Table I      Numbers of Men and Women in All Ranks      Percentages of Men and Women in Senior and Junior Ranks

Year	Pro-fessor		Associate Prof.		Assist. Prof.		Instructor		Percentage of Senior	Junior
	M	W	M	W	M	W	M	W		
55-56	2...	0	0....	0	5...	0	2...	0	22%	78%
56-57	2...	0	2....	0	3...	0	2...	0	44%	56%
57-58	2...	0	5...	0	2...	0	1...	0	70%	30%
59-60	2...	0	6...	0	2...	0	4...	0	67%	33%
60-61	4...	0	4...	0	2...	0	6...	0	50%	50%
62-63	6...	0	3...	0	2...	0	0...1		75%	25%
64-66	7...	0	3...	0	2...	0	0...1		77%	23%
66-68	5...	0	3...	0	4...1		-	-	65%	35%
68-70	5...	0	2...	0	3...1		3...	0	50%	50%

Comments

1.

Philosophy is top heavy in the professorial rank.

2. Ezorsky, Ph.D., is the only woman in the department and she is an assistant professor

3. Like the art department, music, biology, chemistry, it pays to discriminate against women.

## PHYSICS

Table I Numbers of Men and Women in All Ranks

Percentages of Men and Women in Senior and Junior Ranks

Year	Pro-fessor		Assoc. Prof.		Assist. Prof.		Instruct or		Total Number		Senior Rank		Junior Rank	
	M	W	M	W	M	W	M	W	M	W	Sr. #	M	W	Jr. #
55-56	4...0		3...0		4...0		2...3		16	13...3	7	7...0		9
56-57	4...0		4...0		3...0		2...0		13	13...0	8	8...0		5
57-58	6...0		3...0		1...0		1...3		14	11...3	9	9...0		5
59-60	6...0		3...0		1...0		3...4		17	13...4	9	9...0		8
60-62	6...0		4...0		0...0		5...2		17	15...2	10	10...0		7
62-63	6...0		5...0		1...1		4...2		19	16...3	11	11...0		8
64-66	5...0		4...0		1...1		5...0		16	15...1	9	9...0		7
66-68	5...0		6...0		5...1		6...0		23	22...1	11	11...0		12
68-70	8...0		4...1		8...0		1...0		22	21...1	13	12...1		9

Table II Percentages of Men and Women in All Ranks

Year	Prof. Percentage %		Assoc. %		Assist. %		Instruct. %		Senior Rank percentage		Junior Rank %		Percentage of		Percentage gained or lost in senior rank	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
55-6	100..0		100..0		100...0		40...60		100...0		67...33		81..19		19	-19
56-7	100..0		100..0		100...0		100..0		100...0		100...0		100..0		100	-100
57-58	100..0		100..0		100...0		25...75		100...0		80...20		86..14		14	-14
59-60	100..0		100..0		100...0		44...56		100...0		50...50		76..24		24	-24
60-62	100..0		100..0		0 ...0		71...29		100...0		71...29		88..12		12	-12
62-63	100..0		100..0		50...50		67..33		100...0		63...27		79..21		21	-21
64-66	100..0		100..0		50...50		100..0		100...0		86...14		94..6		6	-6
66-68	100..0		100..0		83...17		100..0		100...0		92...8		96..4		4	-4
68-70	100..0		80..20		100...0		100..0		92...8		100...0		95..5		3	-3

Comments

1. In 1968-79, a woman reached the rank of associate professor.
2. Fishher, PH.D. ,1955, could not be promoted.
3. Tokenism exists in the associate and assistant professorial ranks.
4. Women pile up in the instructorial rank.



## Political Science

Table I Numbers of Men and Women in  
All RanksPercentages of Men and Women in  
Senior and Junior Ranks

Year	Pro- fessor		Assoc. Pro.		Assist. Prof.		Instruc- tor		Total # in Dept.	Senior Rank			Junior Rank		
	M	W	M	W	M	W	M	W		#	M	W	#	M	W
55-56	2...1	2...0	7...0	0...2	14 ....	11...3	5...4	1...1	9 ...7	....2					
56-57	2...1	2...0	7...1	0...1	14....	11...3	5...4	1...1	9....	7....2					
57-58	2...1	4...0	4...2	-0...9	13.....	10...3	7...6	1...1	6....	3....2					
59-60	2...1	6...0	2...2	1...0	14.....	11...3	9...8	1...1	5....	3....2					
60-62	2...1	7...0	2...1	2...0	15.....	13...2	10...9	1...1	5....	4....1					
62-64	4...1	4...1	4...2	0...1	17.....	12...5	10...8	2...2	7....	4....3					
64-66	6...1	2...0	4...2	1...1	17.....	13...4	9...8	1...1	8....	5....3					
66-68	8...1	3...0	5...2	1...1	21.....	17...4	12...11	1...1	9....	6....3					
68-70	9...1	3...0	8...2	1...1	25.....	21...4	13...12	1...1	12....	9....3					

Table II Percentages of Men and Women in All Ranks

Year	Pro- fessor		Associate Professor		Assist. Professor		Instruc- tor		Senior Rank		Junior Rank		%age of		Net Gain or Net Loss	
	%age M	%age W	%age M	%age W	%age M	%age W	%age M	%age W	%age M	%age W	%age M	%age W	%age M	%age W	%age M	%age W
55-56	67..33	100..0	100...0	0...100	80...20	78....22	79...21	+ 2...-2								
56-57	67..33	100..0	88...12	0...100	60...20	78....22	79...21	+2...-2								
57-58	67..33	100..0	67...33	0...0	85...15	67...33	69...31	+7...-7								
59-60	67..33	100..0	50...50	100..0	89...11	60...40	79...21	+10...-10								
60-62	67..33	100..0	67...33	100..0	90...10	80...20	87...13	+3...-3								
62-64	80..20	80..20	67...33	0...100	80...20	56...44	71...29	+9...-9								
64-66	86..14	100..0	67...33	50..50	89...11	63...27	77...23	+12...-12								
66-68	89..11	100..0	71...29	50..50	92...8	67...33	71...29	+21...-21								
68-70	90..10	100..0	80...20	50..50	92...8	75...25	83...17	+ 9...-9								

Comments

1. With regard to women, tokenism exists in the senior ranks.
2. From 1959 to 1970, there were six new women in the department: Haar, Wilson, Worthen, 1959; Glad, 62; Silverman and Reid, 68.
3. In ten years, no women have moved into the senior ranks.

## Psychology

Table I Numbers of Men and Women in All Ranks Percentages of Men and Women in Senior and Junior Ranks

Year	Pro- fessor		Assoc. Prof.		Assist. Prof.		Instruc- tor		Total Num- ber in Dept.	Senior Rank			Junior Rank		
	M	W	M	W	M	W	M	W		#	M	W	#	M	W
	M W														
55-56	3...	0	0....	1	3....	2	3....	1	13	9..4	4	3...1	9	6....	3
56-57	3...	0	2....	2	3....	0	4....	0	14	12.2	7	5...2	7	7....	0
57-58	3...	0	2....	3	2....	0	4....	0	14	11.3	8	5...3	6	6....	0
59-60	3...	0	3....	3	3....	0	1....	0	13	10.3	9	6...3	4	4....	0
60-62	3...	0	3....	3	4....	0	1....	0	11	8..3	9	6...3	5	5....	0
62-64	5...	0	2....	3	4....	1	1....	1	17	12.5	10	7...3	7	5....	2
64-66	9...	0	2....	3	5....	1	0....	1	21	16.5	14	11..3	7	5....	2
66-68	8...	1	2...3		4....	3	1....	0	22	15.7	14	10..4	8	5....	3
68-70	11..	2	4....	2	6....	1	-	-	26	21.5	19	15..4	7	6....	1

Table II Percentages of Men and Women in All Ranks

Year	Professor		Assoc. Prof.		Assist. Prof.		Instruc.		Senior Rank		Junior Rank		%age in Dept.		Gain or Loss	
	%age		%age		%age		%age		%age		%age		%age		%age	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
55-56	100...	0	0...100		60...40		75..25		75%-25%		67%...33%		69%...31%		+6	-6
56-57	100...	0	50..50		100...0		100..0		71%-29%		100%...0%		86%...14%		-15	+15
57-58	100...	0	40..60		100...0		100..0		63%-37%		100%...0%		79%...21%		-16	+16
59-60	100...	0	50..50		100...0		100..0		67%-33%		100%...0%		77%...23%		-10	+10
60-62	100...	0	50..50		100...0		100..0		67%-33%		100%...0%		73%...27%		-6	+6
62-64	100...	0	40..60		80...20		50..50		70%-30%		71%...29%		71%...29%		-1	+1
64-66	100...	0	40..60		83...17		0...100		79%-21%		71%...29%		76%...24%		+3	-3
66-68	89..11		40..60		57...43		100..0		71%-29%		50%...50%		68%...32%		+3	-3
68-70	85..15		67..37		86...14		0..0		79%-21%		86%...14%		81%...19%		+2	-2

## Comments

1. The first women made a full professor occurred in 1966-68.
2. Haerberle, Ph.D. was listed in 60-62, but she is no longer in the department.
3. DiAmato, Ph.D. in catalogue in 62-63 is an assistant professor in 1970.
4. Women outnumbered men in associate rank; yet six men were promoted to full professorship, but no women.
5. When Babey-Brooke first filed her complaint against Brooklyn College for discrimination against women, three men and two women were promoted from 1966 to 1970.
6. From 1956 to 1962, all three women were in the senior ranks and none in the junior ranks; this fact distorts the picture. In all those years, the women never had more than 37% of the total senior ranks. They had 0% in the full professorship rank and from 50 to 67% in the associate rank.

## Sociology and Anthropology

Table I Numbers of Men and Women in All Ranks

Numbers of Men and Women in Senior and Junior Ranks

Year	Professor		Assoc. Prof.		Assist. Prof.		Instructor		Total # in Dept.	Senior Rank			Junior Rank		
	M	W	M	W	M	W	M	W		#	M	W	#	M	W
55-56	2..0		5...0		4...0		5...0		16.....	16...0	7....	7....0	9...9...0		
56-57	3..0		7...0		3...0		5...0		18.....	18...0	10...10...0		8...8...0		
57-58	4..0		5...0		5...0		3...0		17.....	17...0	9....9...0		8...8...0		
59-60	5..0		6...0		4...0		3...1		19.....	18...1	11...11...0		8...7...1		
60-62	6..0		4...0		4...0		4...1		19.....	18...1	10...10...0		9...8...1		
62-64	7..0		6..0		3...0		3..4		23.....	19...4	13...13...0		10...6...4		
64-66	9..0		5..0		2...1		3...3		23.....	19...4	14...14...0		9...5...4		
66-68	8..0		7...1		3...3		5...1		28.....	23...5	16...15...1		12...8...4		
68-70	10..0		6...1		5...2		4...2		30.....	25...5	17...16...1		13...9...4		

Table II Percentages of Men and Women in All Ranks

Year	Professor %age		Assoc. Prof. %age		Assist. %age		Instructor %age		Senior Rank %age		Junior Rank %age		Gain or Loss in Dept.	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W
55-56	100..0		100...0		100...0		100...0		100...0		100...0		+100	-100
56-57	100..0		100...0		100...0		100...0		100...0		100...0		+100	-100
57-58	100..0		100...0		100...0		100...0		100...0		100...0		+100	-100
59-60	100..0		100...0		100...0		75...25		100...0		88...12		+5	-5
60-62	100..0		100...0		100...0		80...20		100...0		89...11		+5	-5
62-64	100..0		100...0		100...0		43...57		100...0		60...40		+17	-17
64-66	100..0		100...0		67...33		50...50		100...0		56...44		+17	-17
66-68	100..0		88...12		50...50		86...14		94...6		67...33		+12	-12
68-70	100..0		86...14		71...29		67...33		94...6		69...31		+11	-11

Comments

1. There has never been a woman as full professor in the entire history of the department.
2. The first woman to be made an associate professor appeared in 1966-68 after Babey-Brooke charged discrimination in the promotional practices at Brooklyn.
3. The department is top heavy in the senior ranks.
4. The department was favored in promotions.

Table I Number of Men and Women in  
ALL RanksNumber of Men and Women in  
Senior and Junior Ranks

Year	Professor		Associate Prof.		Assist. Prof.		Instruct. or		Total Number in Dept.	Senior			Junior		
	M	W	M	W	M	W	M	W		#	M	W	#	M	W
55-56	3...	0	7...	1	7...	7	7...	6	38 ....	24...	14	11...	10...	27...	14...13
56-57	5...	0	6...	1	5...	8	7...	5	37 ....	23...	14	12...	11...	25...	12...13
57-58	5...	0	8...	1	5...	8	5...	5	37 ....	23...	14	14...	13...	23...	10...13
59-60	6...	0	7...	1	7...	8	4...	4	37 ....	24...	13	14...	13...	23...	11...12
60-62	5...	0	8...	1	7...	8	3...	3	35 ....	23...	12	14...	13...	21...	10...11
62-64	5...	0	10...	2	9...	6	3...	3	38 ....	27...	11	17...	15...	21...	12...9
64-66	6...	1	10...	2	11...	5	4...	2	41 ....	31...	10	19...	16...	22...	15...7
66-68	8...	1	9...	2	13...	7	6...	2	48 ....	36...	12	20...	17...	28...	19...9
68-70	8...	1	11...	2	14...	7	5...	0	48 ....	38...	10	22...	19...	26...	19...7

Table II Percentages of Men and Women in All Ranks

Year	Professor %age		Assoc. Prof. %age		Assist. %age		Instruct. %age		Senior Rank %		Junior Rank %		%age in Dept.		Net Gain or Loss	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
55-56	100...	0	88...	12	50...	50	54...	46	91...	9	52...	48	68...	32	23	-23
56-57	100...	0	86...	14	63...	27	56...	42	92...	8	48...	52	63...	37	29	-29
57-58	100...	0	89...	11	63...	27	50...	50	93...	7	43...	57	63...	37	29	-29
59-60	100...	0	88...	12	47...	53	50...	50	93...	7	48...	52	65...	35	28	-28
60-62	100...	0	89...	11	47...	53	50...	50	93...	7	48...	52	66...	34	27	-27
62-64	100...	0	83...	17	60...	40	40...	60	88...	12	57...	43	71...	29	17	-17
64-66	86...	14	83...	17	69...	31	67...	33	84...	16	68...	32	76...	24	8	-8
66-68	89...	11	82...	18	65...	35	80...	20	85...	15	68...	32	75...	25	10	-10
68-70	89...	11	85...	15	67...	33	100...	0	86...	14	73...	27	79...	21	7	-7

Comments

1. Speech shouts out that there is discrimination against women.
2. This department has the third largest number of women in the college, and the women pile up in the junior rank with tokenism in the senior rank.
3. Not until 1964 was the first woman made a professor.
4. Four men moved up from the Associate to the full professorial rank before a woman was promoted to the rank of full professor.
5. In 1955-56, there were 38 in the department: 24 men to 14 women.  
In 1968, there were 48 in the department: 38 men to 10 women: a gain of 10 men to a loss of 4 for women; this gain on the part of men and this loss for women was not an accident for the year 1968-70, but was a pattern that persisted for a period of fourteen years.
6. Like English and Education, the other two departments that have the most women, the percentage for the senior rank to the junior rank is much lower than the average for the college:

Year	Senior	Junior
55-56	27.....	73
56-57	34.....	66
57-58	38.....	62
59-60	38.....	62
60-62	40.....	60

Year	Senior	Junior
62-64	45.....	55
64-66	46.....	54
66-68	42.....	58
68-70	46.....	54

# PROMOTIONAL PRACTICES : A COMPARISON OF THREE DEPARTMENTS IN THE ARTS AND THREE IN THE SCIENCES

## A Comparison of Education, English, and Speech with Biology, Chemistry, and Physics

Table 1 : A Comparison of the Percentages in the Senior Ranks of Men and Women in the Three Art Areas: Education, English, and Speech with the Three Science-Area Departments: Biology, Chemistry, and Physics

Year	Education			English			Speech			Biology			Chemistry			Physics								
	#	M	W	page	#	M	W	page	#	M	W	page	#	M	W	page	#	M	W					
55-56	59	37	10	28%	47	24	23	21%	38	24	14	29%	26	17	9	46%	27	24	3	34%	16	13	3	44%
56-57	54	32	20	36%	47	25	22	28%	37	23	14	32%	25	17	8	48%	27	24	3	37%	13	13	0	61%
57-58	70	39	31	37%	50	25	25	30%	37	23	14	38%	29	18	11	52%	23	20	3	52%	14	11	3	64%
59-60	70	39	31	37%	50	25	25	36%	37	24	13	37%	29	19	10	52%	24	21	3	58%	17	13	4	53%
60-62	75	43	32	35%	56	31	25	39%	35	23	12	40%	30	21	9	53%	26	23	3	46%	17	15	2	52%
62-64	81	45	36	36%	55	30	25	43%	38	27	11	45%	32	23	9	50%	34	33	1	53%	19	16	3	65%
64-66	89	49	40	40%	65	43	22	37%	41	31	10	46%	34	28	6	50%	38	36	2	58%	16	15	1	56%
66-68	106	60	46	41%	71	48	23	37%	48	36	12	43%	34	28	6	50%	41	40	1	61%	23	22	1	48%
68-70	97	57	40	45%	80	47	23	46%	48	38	10	46%	29	25	4	76%	39	27	2	64%	22	21	1	59%

Table II : The Ratio of Men to Women in the Departments of Education, English, Speech, Biology, Chemistry, and Physics

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Year	The Ratio of Men to Women	in the Department of	The Net Gain or Loss for
			Men      Woman
55-56	37 to 10	Education.....	+20      + 30
68-70	57 to 40		
55-56	24 to 23	English .....	+23      0
68-70	47 to 23		
55-56	24 to 14	Speech .....	+14      - 4
68-70	38 to 10		
55-56	17 to 9	Biology .....	+8      - 5
68-70	25 to 4		
55-56	24 to 3	Chemistry .....	+13      - 1
68-70	37 to 2		
55-56	13 to 3	Physics .....	+48      - 2
68-70	21 to 1		

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Table III Zenith and Nadir Points in Utilization of Men and Women  
in Three Art Areas: Education, English, and Speech and in Three  
Science-Area Departments: Biology, Chemistry, and Physics

Department .....	Highest Number Utilized of		Lowest Number Utilized of	
	Men	Women	Men	Women
Education.....	60.....	46	32.....	10
English.....	48.....	25	24.....	22
Speech .....	38 .....	14	23.....	10
Biology .....	28 .....	9	17.....	4
Chemistry .....	40 .....	3	20.....	1
Physics .....	22.....	1	11.....	1

#### Comments

1. With regard to Biology, Chemistry, and Physics:

Men gained in large numbers.

Women are practically eliminated in these three departments.

2. With regard to Education, English, and Speech:

The Education, English, and Speech Departments have the most women in the College.

Never in the history of the existence of these three departments did the women have a majority in the senior ranks.

The three departments of biology, chemistry and physics had more than their share of the senior ranks when only about one-third the number of women found in other departments were utilized in these science areas.

3. With regard to discrimination against women:

Women are doubly discriminated against:

They cannot move into the senior ranks in the department in which they predominate.

They cannot move out from the junior ranks and so they remain moored in the junior ranks in those departments where they are a minority.

4. With regard to the Department of English:

In 1955-56, a 50-50 ratio practically existed; but in 1970, the number of men was doubled, but the number of women remained stationary.

WOMEN ARE BEING WEEDED OUT AT THE APPOINTMENT LEVEL.

In 1970, the senior ranks should have been even. This fact holds true in the rank of associate professor, but not in the rank of full professor.

5. With regard to the Department of Speech:

Speech is almost as bad as English in its attitude toward women.

6. With regard to the Department of Education:

This is the only department where women gained.



### Concluding Comments

As of 1970:

The art department has never had a woman as an associate or full professor since its inception and only one woman has tenure. Biology has no woman professor.

Chemistry has no woman professor.

Classics had a woman professor appointed in 1968-70.

Geology never had a woman professor since the college was founded ; prior to 1968 , in that department, no woman ever held a senior rank. In Physical Education, although women students outnumber the male students, the men's Physical Education department is larger than the women's .

Mathematics has token representation of women in the senior ranks. Psychology in 1966-68 made its first full professor female.

Physics saw a woman reach the rank of associate professor in 1968-70. Philosophy has no women in its senior ranks and one woman is in the assistant professorial rank.

Music never appointed a woman to the senior ranks although it had competent women in the department. Political Science has given token representation to women in the senior ranks.

Sociology never saw a woman hold a professorial rank and Anthropology since the college began never <sup>had</sup> women in the full professorial rank. The first woman associate professor appeared in 1966-68.

Speech saw its first woman professor in 1964.

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#### Women as Deans or Heads of Departments; on Personnel and Budget Committees:

1. Mary R. Stapleton, Ph.D. was an associate professor in Personnel Service and Associate Dean of Freshmen and Director of Admissions when Dante Negro, a man, was an instructor in the department of Modern Languages. Yet Negro was made a Full Professor when he became Associate Dean of Administration and he had only his B.A. degree.
  2. Personnel and Budget votes on tenure and promotions and is composed of the chairmen of all the Departments. In 1968-70, three women are chairwomen of their respective departments: the largest number in the history of the college: Wolfe of Classics, Galye of History, and Fay of Urban Studies. The source of power for tenure and promotion is the Personnel and Budget Committee and that body is predominately made up of men.
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#### Senior and Junior Ranks and the Position of Women

In not one single department of the college do the women equal or outnumber men in the senior ranks. In the rank of Associate Professorships of some departments, the women equal and outnumber the men, but they cannot break through to the level of full professorship.

Concluding Comments (Continued)

Increments:

A spot check of the E<sup>N</sup>glish department shows that additional increments are given to the men in the department at the expense of the women .

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The numbers of male and female students:

The women students outnumber the males ; the admission average for women is higher than for men.

There is even discrimination against women in admission to Brooklyn College.

There is a quota on women students and the same hold true for the women on the Faculty.